

UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Algeria 2022

ACCOUNTABILITY FRAMEWORK FOR MAINSTREAMING GENDER EQUALITY AND THE EMPOWERMENT OF
WOMEN INTO UNCT PROCESSES, INSTITUTIONAL ARRANGEMENTS, AND RESULTS



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1. Background

The UNCT-SWAP Gender Equality Scorecard is a globally standardized monitoring and accountability framework that promotes adherence with minimum gender mainstreaming requirements in the work of the UN system at the country level.

The Scorecard was endorsed in 2008 by the United Nations Development Group (now UNSDG) in response to the 2006 UN Chief Executives Board for Coordination (CEB) *Policy on Gender Equality and the Empowerment of Women* ([CEB/2006/2](#)), which called for a system-wide action plan in order to operationalize the strategy of gender mainstreaming at the entity level and in the field. First known as the Gender Scorecard, its focus originally was on joint processes and institutional arrangements at the country level. The UN System-wide Action Plan for Gender Equality and the Empowerment of Women (UN-SWAP) formed the entity-specific part of the accountability framework.

In 2018, the UNCT-SWAP Gender Equality Scorecard (UNCT-SWAP) was updated to ensure greater alignment with the UN-SWAP, and to reflect new guidance on common country processes in the context of the repositioning agenda of the United Nations Development System. Both SWAPs were expanded at this stage to cover also development and normative results tied to the SDGs.

The mandate for UNCTs to implement the UNCT-SWAP emanates from the Quadrennial Comprehensive Policy Review (QCPR) and ECOSOC Resolutions on gender mainstreaming, which call for accelerating UN efforts to mainstream gender, including through the full implementation of the UNCT-SWAP.

UNCT-SWAP reporting follows a two-prong methodology: Comprehensive Assessments occurring at the Cooperation Framework planning stage, and Annual Progress Updates, as highlighted in the [UNCT-SWAP Gender Equality Scorecard: Framework & Technical Guidance](#) (page 20).

2. The UNCT-SWAP Framework

2.1 Performance Dimensions and Indicators

The UNCT-SWAP is structured around seven dimensions and 15 Performance Indicators (PIs) that address key gender equality and empowerment of women and girls' components as agreed by the UNSDG, setting related benchmarks for gender mainstreaming minimum requirements.

Cooperation Framework Guidance (2019)

Gender equality and women's empowerment are integral to realizing the 2030 Agenda and all of the SDGs. To integrate a focus on these issues throughout the Cooperation Framework, UN development entities should put gender equality at the heart of programming, driving the active and meaningful participation of both women and men, and consistently empowering women and girls, in line with the minimum requirements agreed upon by the United Nations Sustainable Development Group (UNSDG) in the UNCT System-wide Action Plan (SWAP) Gender Equality Scorecard.

(Para 20, page 11).



2.2 Performance Indicator Ratings and Explanation

Ratings against minimum UNCT-SWAP requirements allow UNCTs to self-assess and report on their standing with respect to each indicator and aspire towards higher levels of achievement. The four possible scores for each Performance Indicator are as follows:

Missing requirements > **Approaches minimum requirements** > **Meets minimum requirements** > **Exceeds minimum requirements**

If UNCTs fail to achieve the criteria under ‘approaching minimum requirements’, the indicator is scored as ‘missing requirements’. An indicator may score as ‘missing requirements’ in some cases where achievements have been made, if it nonetheless falls short of the criteria set forth in ‘approaches minimum requirements’.

UNCTs should aim to meet minimum requirements in all indicators. However, this should be considered as a starting point, from which UNCTs should aim to strengthen their efforts to achieve better results and exceed minimum requirements.

3. The UNCT-SWAP Methodology – Annual Progress Reporting

3.1 Participatory Self-Assessment

The UNCT-SWAP exercise is a transparent, evidence-based and participatory self-assessment of UN country level gender mainstreaming practices. Its focus is on the joint performance of the UN system at country level, rather than on the achievements of any single entity. The exercise is designed to promote internal dialogue and ownership of results.

The process of Annual Progress Assessments is similar to that of Comprehensive Assessments. The exercise is implemented under the overall guidance of the UNCT. The (re)assessment of Performance Indicators is driven by an Interagency Assessment Team (IAT), which

is appointed by UNCT Heads of Agency, ensuring broad representation of UN entities and participation of key interagency groups. The IAT is led and facilitated by a Coordinator(s). It works collaboratively to review past performance and select UNCT-SWAP Performance Indicators for reassessment in the reporting year (minimum 5, as indicated in 3.2 below), reassessing and reporting on performance and preparing a report-back on the implementation of the UNCT-SWAP Action Plan, proposing any necessary updates to the Action Plan.

The UNCT-SWAP Annual Progress Report and updated Action Plan are shared with the UNCT for endorsement, enabling the UNCT to monitor and oversee progress in achievement of UNCT-SWAP minimum performance requirements and in the implementation of the UNCT-SWAP Action Plan to ensure all actions are completed.

3.2 UNCT-SWAP Annual Progress Assessments

UNCT-SWAP reporting takes place one time per Cooperation Framework cycle against all 15 Performance Indicators and **annually against a minimum 5 Performance Indicators**, and to **report on progress in implementing the UNCT-SWAP Action Plan**. The purpose of Annual Progress Assessments is to ensure that the UN in country is collectively making progress in meeting and exceeding UNCT-SWAP minimum performance requirements, and to support ongoing monitoring of achievements and course corrections needed. They are also intended to support coordinated monitoring and reporting on the implementation of the UNCT-SWAP Action Plan.

In selecting Performance Indicators for reassessment, it is recommended to focus on those areas of performance where improvement is most critically needed. While UNCTs should strive for progress, sometimes performance may remain at the same level, or even regress – which is important to capture. Further, while some Performance Indicators lend themselves easily to annual reassessment, the Performance Indicators ratings pertaining to the Planning Dimension are likely to change only when a new Cooperation Framework is developed.

Reassessment of Performance Indicators entails the selection of a performance rating and the provision of a justification for why a particular rating has been given. In addition, UNCTs are required to provide supporting evidence and documentation for each Performance Indicator rating (see 3.3 below). Reviewing the implementation of and updating the **UNCT-SWAP Action Plan** is a key part of the UNCT-SWAP Annual Progress Assessment.

The finalization of the Annual Progress Report can be conducted through a single consolidation workshop, or through two dedicated workshops or meetings to agree on Performance Indicator ratings on the one hand, and to review the report-back on the Action Plan, revising the Action Plan to incorporate any proposed adjustments and additions.

3.3 Supporting Evidence and Knowledge Hub

The Interagency Assessment Team has a collective responsibility to provide evidence and analysis to justify the rating given to each Performance Indicator. The Interagency Assessment Team gathers evidence, analyzes the data and then scores indicators. UNCTs are encouraged to share these supporting documents and best practices within the UNCT-SWAP Knowledge Hub, which is included in the UNCT-SWAP reporting platform.

Supporting evidence, by Performance Indicator, is highlighted under Chapter 9 (below).

4. Quality Assurance and Global Reporting

UN Women is responsible for supporting the implementation of the UNCT-SWAP, and provides guidance to UNCTs through a global helpdesk (genderscorecard.helpdesk@unwomen.org). As part of the quality assurance process, UN Women in collaboration with UNDCO reviews the UNCT-SWAP Gender Equality Scorecard reports submitted by UNCTs for thoroughness and consistency of ratings. This takes place through the annual Report of the [Secretary-General on mainstreaming a gender perspective into all policies and programmes in the United Nations system](#).

5. The UNCT-SWAP Process in Algeria

1. Describe the process you undertook for UNCT-SWAP annual progress reporting. Include rationale for choice of selected performance indicators for re-assessment this reporting year and describe the role of the Inter-Agency Assessment Team and coordinator(s), and UNCT engagement

The process kicked off on October 26 2022, with a coordination meeting between BCR and the group Lead (UNFPA HoA). The same day an email has been sent to UNCT and GTG by the GTG Lead for the creation of the Interagency Assessment Team (IAT). Guidelines and Timeline of the exercise were shared in the email and uploaded in the group's SharePoint channel.

UNICEF, OIM, FAO, UNDP, UNFPA expressed interest and focal points met on November 3rd. IAT agreed on five indicators prioritizing the evaluation of the new Cooperation Framework 2023-27, recently signed.

RCO developed draft evaluations, based on which the GTG developed the final versions during an online work session on November 10. Other agencies intervened and provided further input (UNIC, ILO) before transmission. Results of the assessment will be presented to UNCT by the GTG Lead.

List the coordinator(s) and the UN entities that participated in the Inter-Agency Assessment Team for the UNCT-SWAP annual progress reporting

Faiza Bendriss (UNFPA – Lead GTG) , Federico Lo Giudice (RCO - Coordinator) , Magali Gay-Berthomieu (UNDP), Karima Ghazali (UNICEF), Nora Myriam Ouidir (UNICEF), Ratiba Sengui (FAO), Rosa Benyounes (ILO), Toufik Belaid, Yasmine Latreche (OIM), Nadjat Ezzeroug Ezzraimi (UNIC).

Enter any additional comments, including on country context in the field below:

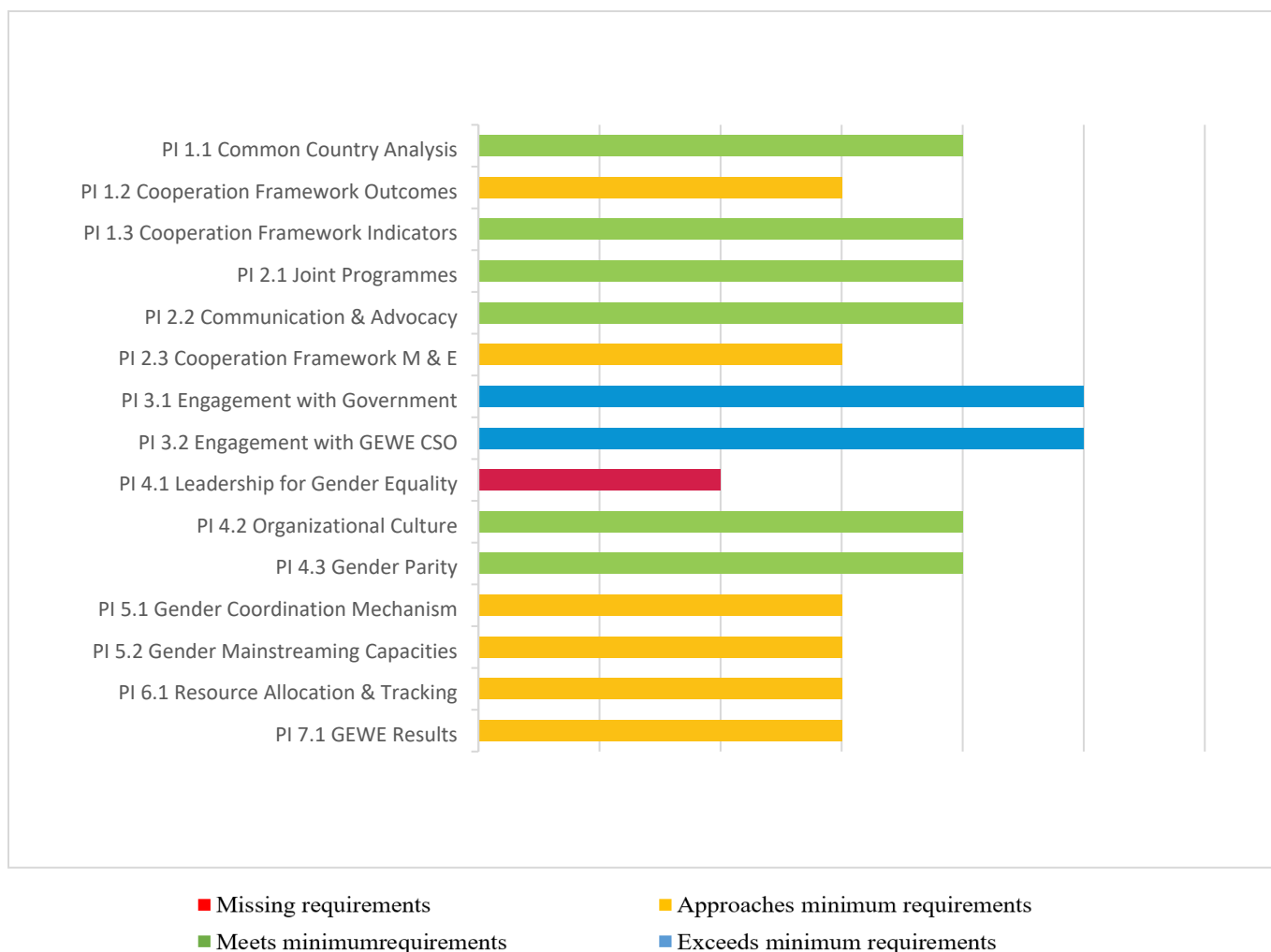
6. Overview of Performance Indicators Reassessed, and Performance Indicator Ratings

Table 1:

Indicator	Rating Level	Reassessed
PI 1.1 Common Country Analysis	MEETS	Yes
PI 1.2 Cooperation Framework Outcomes	APPROACHING	Yes
PI 1.3 Cooperation Framework Indicators	MEETS	Yes
PI 2.1 Joint Programmes	MEETS	No
PI 2.2 Communication & Advocacy	MEETS	No
PI 2.3 Cooperation Framework M & E	APPROACHING	Yes
PI 3.1 Engagement with Government	EXCEEDS	No
PI 3.2 Engagement with GEWE CSO	EXCEEDS	No
PI 4.1 Leadership for Gender Equality	MISSING	No
PI 4.2 Organizational Culture	MEETS	No
PI 4.3 Gender Parity	MEETS	No
PI 5.1 Gender Coordination Mechanism	APPROACHING	No
PI 5.2 Gender Mainstreaming Capacities	APPROACHING	No
PI 6.1 Resource Allocation & Tracking	APPROACHING	Yes
PI 7.1 GEWE Results	APPROACHING	No

The findings presented in the below table indicate the ratings scored by the UNCT in Algeria for each Performance Indicator across the seven dimensions of analysis as they stand in 2022. It includes the ratings reassessed in 2022, and ratings carried from previous reporting years.

Table 2: Overview of UNCT-SWAP Cumulative Results in 2022



7. UNCT-SWAP Detailed Findings by Performance Indicators Reassessed

Dimension Area 1: Planning

PI 1.1 Common Country Analysis

**Performance Indicator 1.1:
Common Country Analysis integrates gender analysis
MEETS MINIMUM REQUIREMENTS**

Planning

CCA or equivalent includes: (a) Gender analysis across all sectors, including underlying causes of gender inequality and discrimination in line with SDG priorities, including SDG 5; AND (b) Consistent sex-disaggregated and gender sensitive data.

The CCA conducted end of 2020-beginning of 2021 was rated by the PSG as having a strong gender mainstreaming: "Gender is strongly mainstreamed in the different sections. The CCA annex where SDGs are analyzed offers also a strong review on SDG 5 and complements the analysis carried out in the document. The use of sex-disaggregated data is strong but it is missing in a few key areas around illiteracy, and on considering the potential for digitalization of the economy." GTG member identify climate change and environment as priority themes in terms of data gaps instead, and stress that data gaps in the CCA reflect a more structural lack of data production and availability. Within these constraints, it is considered appropriate to rate UNCT as meeting minimum requirements. Moreover, the CCA integrates a systematical appreciation of data gaps in its

analysis based on a review of progress towards the SDGs commissioned in 2020. The narrative specifically dedicated to this topic can be found starting from page 32. While no changes were operated at the level of CCA, gender analysis produced by agencies is currently shared by GTG members and stored in a common repository. The new CF includes data and statistical capacities reinforcement as a cross-theme, which is also expressed as a priority by the government. This should allow to take measures in order to fill the identified data gaps.

Did you reassess the Performance Indicator in this reporting year

- Yes

List the Means of Verification. (E.g. CCA document or equivalent, other joint country level analysis)

Common Country Analysis (Not for sharing)

PI 1.2 Cooperation Framework Outcomes

Performance Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes APPROACHES MINIMUM REQUIREMENTS	Planning
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(a) Gender equality and the empowerment of women is visibly mainstreamed across some outcome areas in line with SDG priorities, including SDG 5.

a) The CF contains 4 outcomes. Although the formulation of outcome 1 (Economic Diversification) does not refer to gender mainstreaming, its theory of change includes elements linked to female decent work and economic empowerment, and three outputs out of six explicitly target women (in search of work or entrepreneurs). Similarly, outcome 2 (gouvernance) identifies in its theory of change the fight to discrimination and women empowerment and explicitly mainstreams gender with an output on the promotion of social cohesion and participation and an output on protection from discrimination and violence. Outcome 3 (Social Protection) only dedicates an output to the promotion of youth and the role of women in Algerian society. Gender is mainstreamed in this outcome through the particular focus on reduction of inequality and targeted populations include women issued of monoparental families, women living with HIV/AIDS, those living with handicap, and young women from rural areas. Outcome 4 (Energetic Transition) mentions the gender dimensions of climate change, major risks management and ecosystem preservation in output 4.1 and refers to gender parity in the output (4.3) linked to capacity building of environmental policies, while its theory of change can be considered gender blind.

b) No outcome of th Cooperation Framework is specifically dedicated to gender mainstreaming.

The CF mainstreams gender across some outcome areas (a), which means that the country team approaches minimum requirements.

Did you reassess the Performance Indicator in this reporting year

- Yes

List the Means of Verification. (E.g. Cooperation Framework document)

Cooperation Framework 2023-27

PI 1.3 Cooperation Framework Indicators

Performance Indicator 1.3: Cooperation Framework indicators measure changes on gender equality MEETS MINIMUM REQUIREMENTS	Planning
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Between one-third and one-half (33-50 percent) of Cooperation Framework outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets, including SDG 5.

The evaluation is based only on outcome indicators as joint workplans have not been developed yet. The Cooperation Framework's results matrix counts a total of 27 outcome indicators, 9 of which directly target women or are disaggregated by sex.

One third (33,3%) of the CF 2023-27 outcome indicators measure changes in GEWE, which means that the country team meets minimum requirements.

Did you reassess the Performance Indicator in this reporting year

- Yes

List Means of Verification. (E.g. Cooperation Framework results framework)

Cooperation Framework 2023-27 - final and signed

Dimension Area 2: Programming and M & E

PI 2.1 Joint Programmes

**Performance Indicator 2.1:
Joint programmes contribute to reducing gender inequalities
MEETS MINIMUM REQUIREMENTS**

**Programming and
M&E**

(a) Gender equality is visibly mainstreamed into all JPs operational at the time of assessment; AND (b) A Joint Programme on promoting gender equality and empowerment of women and girls is operational over current Cooperation Framework period in line with SDG priorities, including SDG 5.

a) Achieved. Gender equality is visibly mainstreamed in the single joint programme currently operational.

The two joint programs evaluated last year have been considered ineligible for this years' analysis. One one hand, the first phase of the joint programme "capacity building for monitoring and accelerating SDG" terminated on december 2019. In 2021, a proposal for the Phase 2 was elaborated but signature was delayed throughtout the year and is still pending. The programme is therefore considered as non operational in 2021. On the other hand, the Joint program (UNIDO, FAO) "Promoting Women's Empowerment through Inclusive and Sustainable Industrial Development" assessed last year is not operational because, although donor interest is confirmed, financing and kick off were delayed throughout 2021 due to Covid restrictions. As a result, one joint programme is included in this evaluation, namely the joint program (UNFPA, UNODC) focused on strengthening Algerian capacities in the multi-sectoral response to violence against women and girls, their protection and assistance.

For this program, gender equality/women's empowerment is visibly mainstreamed as a main objective. Implementation of this programme is ongoing.

b) Achieved. UNCT has one joint programmes on the promotion of gender equality and women's empowerment that has been operational in 2021. The already mentioned joint program developed by UNFPA and UNODC aims to support Algeria's efforts to build the capacity of stakeholders in the prevention of violence against women and girls and to improve assistance to victims in accordance with human rights principles and international standards.

c) Not achieved. The GTG Workplan 2021 included the elaboration of a checklist for gender mainstreaming in joint programs. Initial arrangements on the development of the checklist had been undertook, and despite the active engagement of certain GTG members, the work is still ongoing, and foreseen to be achieved in early 2022. Overall, there is no system in place at the level of UCNT Algeria to ensure gender mainstreaming in joint programmes.

The UNCT meets two criteria (a and b), which means that the country team meets minimum requirements. However, It is important to stress the evidence that the variation in score compared to 2020 is exclusively due to the change in the baseline.

Did you reassess the Performance Indicator in this reporting year

- No

PI 2.2 Communication & Advocacy

Performance Indicator 2.2:
Communication and advocacy address areas of gender inequality
MEETS MINIMUM REQUIREMENTS

Programming and
M&E

(b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEWE during the past year; AND (c) Inter-Agency Communication Group Annual Work Plan or equivalent visibly includes GEWE communication and advocacy.

a. Not achieved. An attempt was made by the RCO to promote the adoption of a joint communication strategy for the 16 days of activism against GBV campaign in order to amplify global advocacy messages and create synergies. Although the strategy didn't find consensus among GCOM members, two agencies (ILO and UNHCR) adhered and created content instead of resharing UNFPA/UNODC/UNIC messages like previous years. The RCO senior communication consultant provided technical support to UNCT members who adopted the strategy.

b. Achieved. The UNCT organized this year a few joint activities within the framework of the 16 days of activism against GBV campaign (2021). The GTG developed a programme including joint and agency specific activities and fostered collaboration among agencies. Some among them were part of the UNODC-UNFPA Joint programme "Support for the Algerian fight against violence on women and girls, including support for their protection and assistance" :i) Seminar for senior public and private media officials; ii) Training for journalists. Other joint activities: i) UNAIDS-UNFPA workshop organized on 5 December with CSOs for the restitution of the activities organized as part of the 16 days of activism 2020; ii) UNFPA collaborated with UNHCR on an activity in Dar Abdelatif on 9 December, consisting of a photo exhibition, with its communication products.

c. Achieved. In 2021 the UN Interagency Communication Group elaborated a UNCT Communication strategy, with related communication workplan. The strategy visibly refers to gender equality among its priorities and calls on UN agencies to mainstream gender into their communications activities. Its workplan however only mentions gender-specific activities related to the celebration of international days (8 March and the 16 days of activism). In terms of implementation, the UNCT has not contributed collaboratively to joint communication, advocacy and outreach activities in non-traditional thematic areas during the past year.

The UNCT meets two criteria (b and c), which means that the country team meets minimum requirements.

Did you reassess the Performance Indicator in this reporting year

- No

PI 2.3 Cooperation Framework M & E

Performance Indicator 2.3:
Cooperation Framework monitoring and evaluation measures
progress against planned gender equality results
APPROACHES MINIMUM REQUIREMENTS

Programming and M&E

Meets one of the following: (a) Cooperation Framework results matrix for gender sensitive indicators gathered as planned. (b) Cooperative Framework reviews/evaluations assess progress against gender-specific results.

a) Referred to the previous UNSDF cycle (CdCS), the main sources of progress assessment are the Mid-Term Review (MTR) carried out in 2018 and the UN Algeria Annual Reports. The CdCS lacked SMART indicators allowing for a regular monitoring at output level. This intermediate level between outcome and activity level was scarcely fed with data. Problems related to the availability of data (means of verification operating on a frequency spaced over time, such as household surveys etc.) didn't allow to use the indicators for a final evaluation. This relegated the measure of more specific results and related indicators to the agency CPAP level.

b) The MTR document visibly takes into account gender mainstreaming as an evaluation criterion: "6. Analyze the integration of the gender dimension in the implementation of the actions planned by the CdCS"; The context analysis uses gender disaggregated data and assesses results-specific results across all four outcomes (one of which, outcome 3, is gender-specific). Both 2020 and 2021 UN Annual Reports published dedicated spaces to the evaluation of entity-specific and interagency contributions to gender mainstreaming.

Conditions b) is verified, which means that the country team approaches minimum requirements.

Did you reassess the Performance Indicator in this reporting year

- Yes

List Means of Verification. (E.g. Cooperation Framework reviews and evaluation, results framework monitoring data, evidence related to M&E Group training, UN INFO joint workplans)

- Algeria Annual report 2020

- Algeria Annual report 2021

- MTR report 2018

Dimension Area 3: Partnerships

PI 3.1 Engagement with Government

Performance Indicator 3.1:
UNCT collaborates and engages with government on gender equality and empowerment of women
EXCEEDS MINIMUM REQUIREMENTS

Partnerships

Meets all of the following: (a) The UNCT has collaborated with AT LEAST ONE government agency on a joint initiative that fosters gender equality within the current Cooperation Framework cycle. (b) The National Women's Machinery participates in Cooperation Framework consultations: country analysis, strategic prioritization, implementation, M&E. (c) The UNCT has made AT LEAST ONE contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation.

a) The UN system has collaborated with several government agencies on joint initiatives to promote gender equality during the programming cycles 2016-2020 and 2019-2021. For this area, CdCS 2016-2020 cycle has also been taken into account as its cooperation pillars and outcomes were maintained in CdCS 2019-2021:

- The UN system (UNFPA, UN Women, RCO) collaborated every year with the Ministry of National Solidarity, Family and the Status of Women for the celebration of November 25 as part of the 16 days of activism against violence against women until 2018. Agencies supported the event with sensitization and advocacy material.

- The MICS6 survey (2018/2019) was implemented jointly by UNICEF and UNFPA under the leadership of the Ministry of Health. The two agencies sat on the technical committee to review the questionnaires. UNFPA insisted on mainstreaming women's empowerment issues (SDG indicator 5.6.1). The two agencies had to negotiate with government representatives (the Ministry of Foreign Affairs and the Ministry of National Solidarity, the Family and the Status of Women) for the introduction of these questions in the Women's questionnaire, which was not obvious, given that it was seen as an international agenda of UNFPA. But UNFPA argued, and UNICEF followed up to make sure the questionnaire is suitable for measuring this indicator.

- Collaboration on the Gender Justice report (2019): UNDP, UNFPA, Ministry of Foreign Affairs and sectors (Justice...).
- The UN joint team on AIDS led by UNAIDS, supported the Ministry of health and the National AIDS Committee (including several ministries, CSOs, private sector and PLHIV) in the development of the National Strategic Plan to fight HIV/AIDS 2020-2024 which mainstreams GEEW and includes a strategy focusing entirely on GBV prevention.

b) The National Women's Machinery has participated in the consultations in relation with the development of the current UNDAF (2019-2021) through the Ministry of National Solidarity, Family and the Status of Women. The National Council for the Family and Women, legally framed within the Ministry of National Solidarity, Family and the Status of Women, has undergone some changes in recent years, including the review of its composition. This is one of the reasons, among others, why the Council as such has not been involved in the strategic cooperation framework.

c) The SDG joint program, in collaboration with the Ministry of Foreign Affairs, involves all UN system agencies and institutional sectors. Two workshops were held:

- Capacity building workshop (December 2018) for the integration of gender in the implementation of public policies and national programs. It served to sensitize sectoral managers on the importance of collecting and sharing disaggregated data and standardizing them in terms of gender, age and sex, and their analysis/use in development programs, and to identify the sources and means of data collection by age and sex at the level of the different sectors.
- Sensitization workshop (October 2019) including a presentation on the cross-cutting nature of SDG 5.

It is important to point out that gender equality and gender-based violence are very sensitive issues for the Government, despite the fact that protection and promotion of women are included in the development agenda and all official documents (constitution, CEDAW report, Ministry program). The frequent changes in the Minister of National Solidarity and the priorities of the sectors have had an impact on gender issues, which have been buried in the care of vulnerable populations. This instability at the institutional level has impacted on decision-making with respect to the cooperation program. There is a need to build government capacities in the area of gender equality policy.

Did you reassess the Performance Indicator in this reporting year

- No

PI 3.2 Engagement with GEWE CSO

**Performance Indicator 3.2:
UNCT collaborates and engages with women's/gender equality
civil society organizations
EXCEEDS MINIMUM REQUIREMENTS**

Partnerships

Meets all of the following: (a) The UNCT has collaborated with GEWE CSO and women's rights advocates on AT LEAST TWO joint initiatives that fosters gender equality and empowerment of women within the current Cooperation Framework cycle. (b) GEWE CSO participates in Cooperation Framework consultations: country analysis, strategic prioritization, implementation, M&E. (c) The UNCT has made AT LEAST ONE contribution to substantively strengthen GEWE CSO participation and engagement in gender related SDGs localization and/or implementation.

a) UNCT has collaborated with gender equality CSOs in a joint initiative to promote gender equality during the programming cycles 2016-2020 and 2019-2021. For this area, programming cycle 2016-2020 has also been considered since cooperation pillars and outcomes of CdCS 2016-2020 were maintained in CdCS 2019-2021. A "self-defense" training (2018) that involved civil society partners and UN agencies (UNICEF, UNFPA, UNHCR...) was held in 2018. Besides, UNHCR with UNAIDS support established (2019) a partnership with a medical service, in a university hospital in Algiers, in order to provide appropriate health care services to refugees and asylum seekers victims of violence, including sexual violence and clinical management of rape survivors. UNHCR and UNAIDS are preparing a capacity building initiative for the NGO Green Tea on clinical management of sexual violence.

b) GEEW CSOs participated in UNDAF consultations through their different interlocutors in the UN system. A series of online consultations with CSOs were held in September 2020 for the draft CCA (the risk analysis). The issue of gender equality was not the subject of a dedicated discussion but was addressed in a cross-cutting manner for a few thematic areas including those related to "social cohesion, equality and non-discrimination" and "access to education and health". A few GEEW NGOs were invited notably to the session on social cohesion, equality and non-discrimination.

c) UNCT has made a contribution to strengthen the participation and engagement of women's rights CSOs in the localization and/or implementation of gender-related SDGs through the participation of GEEW CSOs in the workshop on SDG 5, including different sectors, civil society and the media, that was organized by the UN in Algiers in October 2019. Even though efforts have been made, there is a need for better coordination among the UN system agencies on gender issues and the work with civil society. The GTG has not been sufficiently unifying for joint initiatives with CSOs. On the other hand, individual agencies have conducted actions with NGO partners. It is also important to point out that the situation of some NGOs in relation to Law 2012 and the sensitivity that concepts related to gender equality arouses in the social and governmental environment make it difficult to launch joint initiatives.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 4: Leadership & Organizational Culture

PI 4.1 Leadership for Gender Equality

Performance Indicator 4.1:
UNCT leadership is committed to championing gender equality
MISSING REQUIREMENTS

Leadership and organizational culture

Did you reassess the Performance Indicator in this reporting year

- No

PI 4.2 Organizational Culture

Performance Indicator 4.2:
Organizational culture fully supports promotion of gender equality and empowerment of women
MEETS MINIMUM REQUIREMENTS

Leadership and organizational culture

Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 65-79 percent.

The results of the staff survey show a positive average score of 69%, placing UNCT in the rank of meeting minimum standards (65%). Nevertheless, there are significant differences between the proportion of positive responses expressed by women and men. The results of the men's survey show an average positive score of 83%, while the average positive score for women is only 60%. Thus, if only positive responses from male staff were taken into account, the UNCT would exceed minimum standards, whereas if only female staff were taken into account, the UNCT would only approach minimum standards. Eight questions had an overall positive score of more than 65% (all questions scored more than 65% positive for men, but only 4 questions did so when looking at the results for women). The highest number of positive opinions was expressed in relation to the efforts made by the UN system in Algeria to promote gender equality at work. Indeed, 78% of respondents (88% of men and 71% of women) answered positively to the question on the efforts of the UN system to fulfill its mandate to achieve equal representation of men and women at all levels. Similarly, a large number of survey respondents consider that UN staff demonstrate a commitment to gender equality (75%, 68% of women and 87% of men) and positively judge the action of agency heads to promote gender equality in the workplace (74%, 68% of women and 85% of men). A large majority of respondents consider that staff are treated equally (73%, 66% of women and 86% of men). The survey also highlighted some areas where more needs to be done (particularly in relation to work-life balance and employee protection). Indeed, the survey obtained a neutral average score of 20% (26% for women and 12% for men) and a negative average score of 11% (14% for women and 5% for men) and, despite a satisfactory overall average, two questions received a positive average score below 65%. Only 59% of respondents consider positively the actions taken by agency heads to promote a balanced relationship between

the professional and private lives of their staff (25% neutral and 16% negative opinions). This question received the lowest rates of positive responses from both women and men, although in very different proportions (71% of men viewed the actions of agency heads positively, while only 51% of women did so). It is also this question that records the highest proportion of negative opinions expressed by men (12%, compared to 19% for women). Similarly, 64% of respondents consider that the procedures in place to ensure staff protection are adequate, but a relatively large number of people expressed negative opinions about them (25% neutral responses and 11% negative responses). Again, there is a substantial difference between the proportion of women (53%) and men (81%) who answered positively to this question. The question related to the procedures put in place to prevent and combat sexual harassment, exploitation and abuse of authority was the one that received the most negative opinions overall (17%). It is also the issue that received the most negative opinions from women (24% negative opinions). Although above average in terms of positive opinions (69%), the question regarding the measures in place to ensure work-life balance also received more negative opinions (14%) than those observed for the other dimensions.

Did you reassess the Performance Indicator in this reporting year

- No

PI 4.3 Gender Parity

**Performance Indicator 4.3:
Gender parity in staffing is achieved
MEETS MINIMUM REQUIREMENTS**

**Leadership and
organizational culture**

Approaches minimum requirements AND (b) The UNCT can demonstrate positive trends towards achieving parity commitments.

a) Achieved. Despite the absence of a formally validated monitoring mechanism, the Excel sheet Template used to collect baseline data in 2020 allowed to collect the updated disaggregated data needed for reporting. The data request was channeled by the RCO GTG/OMT focal point through OMT members. Collaboration with UNDSS for next assessments is being considered to speed up data collection and increase frequency in the future, for use in the next update of BOS 2.0 and GTG workplan elaboration.

b) Achieved. In 2021, the UNCT reaches parity in its general average (51% of women in the staff). The result is consistent for the three macro categories of staff, with a slight overrepresentation of women international professional (55%), and substantial parity in national professional (51%) and General service (49%) staff. However, further disaggregation shows that for international professional staff the presence of women concentrates in lower positions. In D1 and D2 category the rate of women is only 20%, and progressively higher in P4-P5 positions (50%) and P1-3 positions (65%). The pyramid inverses for national professional staff, where the higher percentage of women is located in senior positions (65% for NOC-D against 43% for NOA-B), and for General Service staff (60% of women in G5-G7 positions against 20% in G1-4 ones). At the lowest level of disaggregation, gender parity is achieved only for P4-P5 staff.

Trend analysis based on 2020 data allows to show that in 2021 the average parity gap (percentage distance from 50%) reduced compared to 2020.

c) Not achieved. The BOS Algeria 2020-2022 has been validated by the UNCT on March 28th. While the 2021 implementation plan doesn't include gender-specific actions to foster GEEW, a review of service lines is expected for 2022, which will offer the opportunity to take substantive action, included for gender parity of staff at all levels.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 5: Gender Architecture and Capacities

PI 5.1 Gender Coordination Mechanism

Performance Indicator 5.1:
Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women
APPROACHES MINIMUM REQUIREMENTS

Gender architecture and capacities

Meets two of the following: (a) A coordination mechanism for gender equality is chaired by a HOA. (b) The group has a TOR and an approved annual work plan. (c) Members include at least 50% senior staff (P4 and above; NOC and above). (d) The group has made substantive input into the Cooperation Framework including the country analysis, strategic prioritization, results framework and M&E.

a) A coordination mechanism for gender equality and women's empowerment, the Gender Thematic Group (GTG), exists under the leadership of UNFPA Head of Agency. The group has been reactivated since 2017 and currently meets regularly (bimonthly).

b) The group has a clear mandate. The GTG has a TOR and an approved annual work plan. The implementation of the GTG work plan is integrated into the UNCT work plan. The work plan provides for the necessary resources and includes the designation of responsibilities among the members.

c) The criterion on senior management among GTG members is not met as 50% of the members are not P4/NOC and above.

d) The GTG has not provided substantive input to the development of the current CdCS, although it is planned as far as the upcoming Cooperation Framework is concerned, nor to the development of UNCT joint work plans for the implementation of the CdCS. This is mainly due to the fact that the group has not been equipped with training to make a substantial contribution to the strategic documents. Some members of the group have not been trained on gender mainstreaming in the programming cycle. It then becomes really important to multiply/strengthen the capacity of the group to enable it to influence the UNCT for gender equality and women's empowerment.

Did you reassess the Performance Indicator in this reporting year

- No

PI 5.2 Gender Mainstreaming Capacities

Performance Indicator 5.2:
UNCT has adequate capacities developed for gender mainstreaming
APPROACHES MINIMUM REQUIREMENTS

Gender architecture and capacities

(a) At least one substantive inter-agency capacity development activity for UN personnel has been carried out during the past year.

a) Achieved. Two main activities took place in 2021. In May, a two-day workshop on gender mainstreaming was organized by the RCO with support by DCO experts, and was addressed to Program Staff and gender focal points, totaling 54 participants. The programme included the following modules: i) Fundamental concepts; ii) Gender mainstreaming; iii) Formulation of transformational gender-sensitive results; iv) Gender equality and human rights; v) Gender-sensitive data; vi) Impact measure; vii) Reporting and accountability; Recommendations were issued to inform JWPs elaboration process. However, substantial delays in CF development prevented any further integration of this input.

As part of the 16th days of activism, OIM and UNHCR offered a training for UN Staff on "La VBG, le cas des personnes ayant des SOGIESC divers". On November 29, 12 Staff took part in the 2:30 hours long online seminar, discussing the definition of SOGIESC, related dimensions of GBV within the Algerian context, the Role of the UN, and notions of respectful communication.

b) Not Achieved. Although the GTG 2021 workplan included some capacity development elements, there is still no capacity development plan based on an inter-agency capacity assessment in UNCT Algeria. In any case, no inter-agency gender

capacity assessment has been carried out or updated during the programming cycles 2019-2021.

c) Not achieved. There is no joint induction material in UNCT Algeria. For new staff, there is an UNDSS briefing. In particular, there is a specific briefing for women on safety and security that includes safety measures and advice in case of danger or sexual harassment in the street. But it is not sufficient to meet criterion c), since the briefing does not include an analysis of key national GEEW issues and UN mandate and priorities around GEEW.

The UNCT meets one criteria (a), which means that the country team approaches minimum requirements.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 6: Financial Resources

PI 6.1 Resource Allocation & Tracking

Performance Indicator 6.1:

Adequate resources for gender mainstreaming are allocated and tracked

Resources

APPROACHES MINIMUM REQUIREMENTS

(a) The UNCT has carried out at least one capacity building event on the UNCT Gender Equality Marker over the current Cooperation Framework cycle.

a) Although the previous CF cycle included a 2-day workshop on gender mainstreaming and took place in May 2021, no specific module was dedicated to the Gender Marker. The new cycle began on November 6, 2022, with the signature of the new cooperation framework. At the onset of the new CF implementation, the methodology on JWP development has been defined. RCO with DCO support provided a training module on gender marker to Programme staff and results groups members who participated in a JWP workshop, which was held on November 27th, 2022.

Conditions a) is verified, which means that the country team approaches minimum requirements.

Did you reassess the Performance Indicator in this reporting year

- Yes

List Means of Verification. (E.g. documentation related to capacity development event and related to UNCT financial targets and tracking for gender equality and empowerment of women)

The concept note of the workshop.

Dimension Area 7: Results

PI 7.1 GEWE Results

Performance Indicator 7.1:

UN programmes make a significant contribution to gender equality in the country

Results

APPROACHES MINIMUM REQUIREMENTS

(a) The UNCT has achieved or is on track to achieve some gender equality and the empowerment of women results as planned in the Cooperation Framework outcomes, in line with SDG priorities, including SDG 5.

a) It is difficult to ascertain whether UNCT has achieved the results on gender equality and women's empowerment as planned in the UNDAF results framework, given the lack of data, the inaccessibility of data from national partners and the fact that almost all of CdCS indicators are at a very high level (more at outcome level than output level). In any case, UNCT is on track to achieve some of the gender equality results as set out in the CdCS results framework in line with SDG priorities including SDG 5, namely:

- Regarding women's entrepreneurship, the indicator formulated in the CdCS is the labor force participation rate of women and youth, yet the CdCS does not specify any targets. The data (to the extent that it exists) is produced by the Algerian government and therefore it is difficult to determine where UNCT is with respect to this result.
- Regarding women's political participation, there is still no organic law implementing article 36 of the Constitution. Parliamentary elections are scheduled for the end of 2020 (National Assembly) and performance in terms of women's representation (trend) can only be reviewed after the elections.
- Regarding the protection of women and girls, there is a national strategy to fight against GBV but no action plan or integrated national protocol to address the issue. The strategy has apparently been revised but the new version has not yet been shared with the United Nations system. GBV figures are mainly made available to UNCT through media reports but it is too early to assess the trend compared to the CdCS baseline.

b) It is difficult to observe major changes with regard to gender equality as a result of the actions implemented within the framework of the CdCS during the period under review.

Did you reassess the Performance Indicator in this reporting year

- No

8. UNCT in Algeria Action Plan

Enter any agreed adjustments and additions to the action points. If an action point links to more than one Performance Indicator, choose the primary Performance Indicator it relates to for placement in the below table. (Hint: you can cut and paste your actions directly from your Action Plan).

Link to Performance Indicator	Action Points	ACTIVITIES UNDERTAKEN IN YEAR 1	ACTIVITIES UNDERTAKEN IN YEAR 2
Dimension 1 - Planning			
1.1 Common Country Analysis	Integrate gender analysis and data disaggregation by sex across all sections of the upcoming CCA, including in the analysis of the environment and climate change sectors, making reference to underlying causes of gender inequality and discrimination Strengthen the use of gender analysis (qualitative information) in all areas of the CCA	1.1.1 The CCA conducted end of 2020-begining of 2021 was rated by the PSG as having a strong gender mainstreaming. Comments received are as follows: "Gender is strongly mainstreamed in the different sections. The annex where SDGs are analyzed offers also a strong review on SDG 5 which is complement very well what is	The CCA conducted end of 2020-begining of 2021 was rated by the PSG as having a strong gender mainstreaming. Due to delays in the approval of the CF, no CCA update exercise was carried out. The gender analysis conducted by the GTG was fully utilised.

		included in the CCA itself. The use of sex-disaggregated data is strong but it is missing in a few key areas around illiteracy, and on considering the potential for digitalization of the economy." 1.1.2 The gender analysis conducted by the GTG was fully utilised.	
1.2 Cooperation Framework Outcomes	Formulate at least one outcome specifically targeting GEEW and visibly mainstream gender equality across all outcome areas, formulating gender equality outputs for each outcome in the upcoming UNSDCF 2022-2026	The draft UNSDCF only contains 4 outcomes. Three of them are focused on the most vulnerable which include women and girls. The indicators in the results matrix specify clearly the disaggregation by sex that will allow to measure progress on gender equality dimensions.	The draft UNSDCF only contains 4 outcomes. Three of them are focused on the most vulnerable which include women and girls. The indicators in the results matrix specify clearly the disaggregation by sex that will allow to measure progress on gender equality dimensions.
1.3 Cooperation Framework Indicators	Formulate more than 33% of indicators that can measure changes in GEEW in the results framework of the upcoming UNSDCF 2022-2026/disaggregate all the data by sex whenever possible Disaggregate by sex the indicators (as far as possible) in the joint work plan 2021 and indicate it in the definition (baseline and target) of the indicators Develop indicators in the joint work plan 2021 to measure changes in gender equality for outcome 1, but especially for outcomes 4 and 5	1.3.1 45% of indicators in the results matrix of the draft UNSDCF are sex-disaggregated or allow follow the evolution of gender equality. 1.3.2 The joint workplans have not been developed yet as the UNDAF cycle has been extended. 1.3.3. The joint workplans 2020-2021 include 4 gender sensitive indicators out of 25 for Outcome 1, while none for outcome 4 and 5.	A third of the outcome indicators of the new CCDD 2023-27 relate to gender equality or are disaggregated by sex. The joint workplans have not been developed yet as the new CF has been recently signed.
Dimension 2 – Programming and M&E			
2.1 Joint Programs	Formalize and systematize a mechanism to ensure gender mainstreaming in joint	Ongoing activity - finalization expected on January 2022.	Cooperation Framework was signed on November 6, 2022, opening the implementation cycle. The CF operationalisation

	programs, by integrating it into the formal program validation process		workshop scheduled on November 30 will include a presentation of the new Joint Programming guidelines and gender mainstreaming will be discussed.
2.2 Communication and Advocacy	Visibly include GEEW communication and advocacy in the joint communication plan of the inter- agency communication group and gender-related events from the national agenda (and not just from the international agenda) Organize a workshop between members of the inter-agency communication group and the GTG in order to sensitize the members of the communication group on GEEW communication and advocacy Increase the interaction/concertation between the GTG and the inter-agency communication group through 1-2 meetings per year	2.2.1 The communication strategy adopted by the UNCT makes gender equality one of the guiding principles of its communication in Algeria, aiming at the inclusion of gender equality in all joint communication activities. 2.2.2 A joint GTG/GCOM meeting took place at the end of november to finalise the programme of the 16days of activism. No sensibilization activity or workshop were held. 2.2.3. Only one mixed meeting GCOM/GTG was held on 28th of November, the main point of agenda was to discuss and finalise 16 days of activism campaign activites.	Noting that there was no joint Communication plan for 2022 - a year of consultation and analysis - joint actions have been carried out (International Women's Day) where the Gender dimension has been visibly integrated.
2.3 Cooperation Framework M&E	Build the capacity of UN result groups members in gender-sensitive M&E through a gender module as part of a global training (RBM + gender) Make a decision on the need to have gender-trained M&E focal points in addition to the members of the result groups and on the procedures for implementing this possible action Accompany/advocacy/strengthen the capacity of sectors in the collection of sex-disaggregated/gender-sensitive statistical data	2.3.1 On 24-25 May, a two-day workshop on gender mainstreaming was organized by the RCO with support by DCO experts, and was addressed to Program Staff and gender focal points, totaling 54 participants. The programme included the following modules: i) Fundamental concepts; ii) Gender mainstreaming; iii) Formulation of transformational gender-sensitive	Beyond the two-day training received in May 2021 by the program staff, the process of developing joint work plans currently underway provides for the adoption of the gender marker, and the administration of a training module for the program staff during a planning workshop. This year, the decision has been taken to create an informal network of M&E colleagues in order to provide targeted training and knowledge sharing. This first step will help define specific training needs, included on gender.

		<p>results; iv) Gender equality and human rights; v) Gender-sensitive data; vi) Impact measure; vii) Reporting and accountability; Recommendations were issued to inform JWP's elaboration process. However, substantial delays in CF development prevented any further integration of this input. 2.3.2 Decision not taken in 2021. 2.3.3. Travail en cours (UNFPA/PNUD) - Finalisation à prévoir en Janvier 2022</p>	
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Dimension 3 - Partnerships

3.1 Government Engagement	Involve the National Women's Machinery in the consultations for the upcoming UNSDCF (strategic priorities, implementation, monitoring and evaluation)	In 2021, national consultations for CF élaboration were held on stand by and are currently expected to take place in the first semester of 2022.	Despite the government held extensive consultations, the nature of the CF development process throughout 2022 did not allow to organize national consultations.
3.2 GEWE CSO Engagement	Formal and relevant involvement of GEEW CSO in CdCS consultations (strategic priorities, implementation, M&E) Invite representatives of CSO advocating for women's rights to a GTG meeting in order to increase consultation between GTG and civil society Identify synergies of work between GEEW CSO/women's rights advocates and the UNCT (i.e. civil society capacity building on gender equality, advocacy, etc.)	<p>3.2.1 in 2021, national consultations for CF élaboration were held on stand by and are currently expected to take place in the first semester of 2022.</p> <p>3.2.2. This activity has been put on hold until signature of CF, expected for the first semester of 2022.</p> <p>3.2.3. Within the framework of the 16 days of activism 2021, ONUSIDA and UNFPA organized a workshop to present and discuss results from an online survey on VBG carried out during the 16 days'</p>	Invitation was extended to GTG from CIDDEF (CSO defending the rights of women and children) for the presentation of the 2022 survey on "adherence to egalitarian values (men/women/adolescents)" to be held on November 24 (UNICEF)

		2020 campaign. The workshop took place on 05 12 2021.	
Dimension 4 – Leadership and Organizational Culture			
4.1 Leadership	Include the follow-up of the scorecard action plan as a substantive agenda item for discussion at least every 6 months at HOA meetings and propose 1 or 2 themes on gender equality for discussion at HOA meetings every 12 months.	The UNCT SWAP Action plan was not discussed during UNCT meetings after approval.	Despite the fact that engaging agencies and fostering debate on gender mainstreaming is one of the Resident Coordinator and GTG Lead goals for 2023, in 2022 the priority subject remained the finalization of the Cooperation Framework, awaiting signature since 2021.
4.2 Organizational Culture	Organize a session for female staff on psychological mechanisms and support networks for GBV survivors and a session on feminist self-defense Organize specific training for male staff on gender awareness in relation to mixed workplaces Establish a follow-up mechanism to ensure that all staff have completed the mandatory online courses on work environment/prevention of sexual harassment, PSEA and gender	4.2.1 This activity didn't take place in 2021. 4.2.2. A concept note was developed by UNFPA, however the activity scheduled during the 16 days campaign didn't take place. 4.2.3 This activity is not part of the GTG work plan 2021, no action undertook in 2021.	This activity was not carried out in 2022 and will be considered for inclusion in the GTG 2023 work plan.
4.3 Gender Parity	Establish a mechanism for monitoring gender parity in staffing to monitor parity levels for general service staff and all professional levels	Despite the absence of a formally validated monitoring mechanism, the Excel sheet Template used to collect baseline data in 2020 allowed to collect the updated disaggregated data needed for reporting. A simple parity gap index (average distance from parity) was introduced this year to compare with 2020. The data request was channeled by the RCO GTG/OMT focal point through OMT members. Collaboration with UNDSS for next assessments is being considered to speed up	Since the assessment of indicator 4.3 in 2020, the gender parity assessment has been done annually by the BCR with data shared by the human resources offices. In 2022, this exercise will be conducted in December.

		data collection and increase frequency, for use in the next update of BOS 2.0 and GTG workplan elaboration.	
Dimension 5 – Gender Coordination and Capacities			
5.1 Gender Coordination Mechanism	Strengthen the capacity of GTG on gender mainstreaming (gender analysis, gender-sensitive planning, indicators tracking gender equality, etc.) Make substantive contributions to the upcoming CdCS, in particular to implementation and M&E Carry out an annual retreat of the whole GTG of 2- 3 days aiming at establishing the vision and priorities of the group during the year, developing the work plan and strengthening the role of the group to contribute to GEEW in Algeria, to the major national challenges in this field and to the global gender agenda Develop/update a roster of national gender equality experts	5.1.1 In mid 2021, the RCO created a UNCT sharepoint site with a channel dedicated to Gender. All interagency work is being carried out on shared documents, the space was developed as a user friendly site (inspired by UNSDG Knowledge Hub) and equipped with all available materials (workplans, policy documents, guidelines, reporting, etc.). 5.1.2. UNFPA contacted its regional office to identify a suitable and available group in the region. However the activity didn't take place in 2021. 5.1.3. In 2021, the GTG didn't organize a retreat however all outputs mentioned were elaborated and validated in the first semester of the year.	This activity was not carried out in 2022 and will be considered for inclusion in the GTG 2023 work plan.
5.2 Gender Capacities	Conduct an assessment of UNCT's capacity to analyze and address gender inequalities and establish a gender capacity development plan for UNCT, based on the capacity assessment	5.2.1. Although the GTG 2021 workplan included some capacity development elements, there is still no capacity development plan based on an inter-agency capacity assessment in UNCT Algeria. In any case, no inter-agency gender capacity assessment	A gender analysis is being developed, November 2022 (UNICEF) A PowerBi Indicators archive was developed by RCO, that allows to easily display CCA and MICS6 indicators on gender. Work on the engagement and training of gender expertise has been discussed within the GTG and will be proposed when creating the GTG plan for 2023.

		has been carried out or updated during the programming cycles 2019-2021. 5.2.2. The reference expert list available dates back to 2013. Its update is part of GTG workplan for 2021. RCO took contact with DCO seeking information on the possibility to carry out a call for submissions of Cvs to update the list, and some input were received by DCO. The proposal is still to be discussed and validated by GTG members.	
Dimension 6 - Resources			
6.1 Financial Resources	Initiate discussions at HOA meetings on a system for monitoring and using budget data at the country level to ensure adequate resource allocation for gender equality Organize a training on the gender marker for UNCT	6.1.1. This year the UNCT meeting didn't discuss this activity, due to the prioritization of the new CF development and signature. 6.1.2. The training organized for all programme staff on 24-25 on Gender mainstreaming contained a module on gender marker methodology.	This aspect was deprioritized in 2022 to await the signature of the Cooperation Framework. The introduction of the gender marker and the follow-up of the execution of the work plans will allow in a second moment the targeting of resources
Dimension 7 - Results			
7.1 GEWE Results	Include in TOR of experts in charge of CdCS reviews the responsibility to systematically and thoroughly assess progress towards gender equality and women's empowerment Include responsibility for gender mainstreaming and the promotion of GEEW visibly in the mandate/TOR of the result groups Establish a link between the GTG and the result groups (i.e. annual coordination meetings, etc.)	7.1.1. No review was undertaken in 2021. 7.1.2. A new version of ToRs for result groups has been validated by UNCT on november 4 as part of the establishment of the CF governance structure. Its content does not currently mention this responsibility, however it is mandated that a member of GTG be	This activity will be discussed as part of the development of the monitoring and evaluation plan for the new cooperation framework, scheduled for the first quarter of 2023. The ToRs approved by the UNCT foresee that the Lead of the GTG be a member of the Program Group, which coordinates the work of the results groups. This aspect will be discussed during the UNCT retreat

		present to every meeting. 7.1.3. In the new CF governance structure proposal, the GTG is represented in all result groups meetings by at least one of its members.	in January 2023 where the operation of RGs will be validated.
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9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis MEETS MINIMUM REQUIREMENTS		Planning
Category	Documents	
CCA or equivalent	CCA Algeria-final document_25juillet2021 avec graphiques modifies_DERNIERE VERSION	

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes APPROACHES MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework	Final CCDD 2023-2027 avec signatures	

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality MEETS MINIMUM REQUIREMENTS		Planning
Category	Documents	
Cooperation Framework results framework	Final CCDD 2023-2027 avec signatures	

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities MEETS MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Joint Program documents	Proposition UNODC UNFPA version révisée Aout 2021	

PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality MEETS MINIMUM REQUIREMENTS	Programming and M&E
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Category	Documents
Communication/Advocacy	UNALGERIA- UNCG Communication Strategy 2021 Version revue V 25-2-21
Other	2021-09-30 Programme 16 jours reunion preparation V2.0
Other	21-11-17 Strat com' 16 jours d'activisme v1 FB

PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results APPROACHES MINIMUM REQUIREMENTS		Programming and M&E
Category	Documents	
Other	Rapport annuel SNU 2020 19042021	

PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women EXCEEDS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
Government engagement	Gender Justice Report 2019 compressed	
Government engagement	Plan National Stratégique-IST-VIH-SIDA 2020-2024	
Other	PIP ODD signé le 26.06.2018	
Other	Rapport 16 & 17 Dec 18 VF	
Other	Rapport Atelier ODD 5 16 17 OCTOBRE 2019	

PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations EXCEEDS MINIMUM REQUIREMENTS		Partnerships
Category	Documents	
Other	CCA-ANALYSE DES RISQUES-RAPPORT FINAL V0 (002)	
Other	Rapport Atelier ODD 5 16 17 OCTOBRE 2019	

PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality MISSING REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
RC communications	Liste des discours du RC 2021 - mention à l'égalité de genre	

Other	2020 RC UNCT Performance Appraisal -final draft 31March2021 (1)
Other	Minutes du UNCT - G-Equality
Other	Rapport NU EN 040621

PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
Organizational culture survey results	UNCT SWAP gender scorecard Report Algeria 2020 FINAL 18 dec 2020	

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved MEETS MINIMUM REQUIREMENTS		Leadership and Organizational Culture
Category	Documents	
Other	1. Tableau de parité des sexes 2020	
Other	2. Tableau de parité des sexes-2021	

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women APPROACHES MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
GTG TOR/AWP	Plan de travail GTG 2021 final	
GTG TOR/AWP	TdR GR-GP-GTG consolides	
Other GTG documents	Liste des Points Focaux GTG	

PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming APPROACHES MINIMUM REQUIREMENTS		Gender Architecture and Capacities
Category	Documents	
Capacity development	211103 NC SOGIESC Training 16Jours2021 inputs UNHCR	
Capacity development	Programme formation integration de genre 24 et 25 mai 2021 finale	
Capacity development	UNDSS Aide Memoire Responses to GBSI in Algeria 05-19-2020	

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked		Financial Resources
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APPROACHES MINIMUM REQUIREMENTS	
Category	Documents
Other	Note conceptuelle - journée de travail CCDD nov22-V6

PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country APPROACHES MINIMUM REQUIREMENTS		Results
Category	Documents	
Cooperation Framework reviews/monitoring data	CD CS	
Other	Stratégie nationale de lutte contre la violence à l'égard des femmes Français	

UNCT-SWAP GENDER EQUALITY SCORECARD
ACCOUNTABILITY FRAMEWORK FOR MAINSTREAMING GENDER EQUALITY AND THE
EMPOWERMENT OF WOMEN IN UNITED NATIONS COUNTRY TEAMS

FOR MORE INFORMATION ON THE UNCT-SWAP GENDER EQUALITY SCORECARD

PLEASE VISIT

<https://unsdg.un.org/resources/unct-swap-gender-equality-scorecard>

<https://www.unwomen.org/en/how-we-work/un-system-coordination/promoting-un-accountability>

GENDERSCORECARD.HELPDESK@UNWOMEN.ORG



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